

The Minister of Organizational and Ministry Development

The Background

Plymouth is an older congregation and as a result of the maturity of the congregation the once robust organizational, club and auxiliary infrastructure in the church has waned. There has been over the years the decline of many of our organizations, and an anemic birthing of other organizations and entities to fill the void. Some of our organizations, clubs, auxiliaries and ministries are holding on, but barely. This is natural with any organization that has been around for more than a century, but there is a need to aggressively address our weakening and disappearing church infrastructure.

As we examine ways in which church growth happens and how members are retained in membership, it is because of an infrastructure that offers various opportunities for individuals to fellowship, exercise their ministries, find support, and from where members can become familiar and activated in the mission and ministry of the entire church. The rebuilding of our church's infrastructure might result in the re-creation of a Young Adult's fellowship, Youth Ministry, classes on parenting, support groups, singles ministry, fellowship focusing on home economics (managing a household), study and book reading fellowships, senior citizens ministries and programs and other entities that will offer places of connection. Without these kinds of organizational entities there are often few places for persons to relate with one another than at formal worship services, and though people may be spiritually fed it does not lend towards retention or stability of membership.

A Minister of Organizational and Ministry Development shall spend his/her time discerning organizational and ministry development needs and inspire the congregation towards new ministries; assisting in the birth of new ministries in the church and community; and strengthening already existing organizations.

Position Description

The Minister shall serve under the direction of the Senior Minister and in cooperation with the Diaconate and other officers of the church.

S/he shall review the fellowship, organizational and ministry structure of the church and make recommendations to the Senior Minister, the Diaconate and the Church Committee.

Upon agreement and acceptance of these recommendations s/he shall proceed with the implementation of those recommendations.

The work will entail identifying persons within the congregation to lead and nurture the strengthening of existing fellowships and ministry organizations, as well as the implementation of new fellowships and ministries.

S/he shall be responsible for guiding and steadying existing and new fellowships and ministries.

S/he shall be attuned to the needs within the congregation with an eye towards emerging trends and needs.

Qualifications

The Minister shall be ordained or on the ordination track in a recognized communion that is theologically congruent with Plymouth Congregational United Church of Christ and The United Church of Christ.

S/he shall be graduate or graduating from an accredited Seminary or Divinity School.

S/he shall have a warm personality and an ability to listen and make sound judgments.

S/he shall have demonstrated the ability to follow through on assigned tasks.

S/he shall have an organizing and organizers spirit along with a rich spiritual life.

S/he shall have a collegial style, operate as a team player, and is able to follow directions in the implementation of his/her duties.

Duties, Tasks, Responsibilities and Expectations

The Minister shall survey the congregation to discern the needs of existing fellowships and ministries and make recommendations on strengthening and developing existing and new fellowships and ministries.

S/he shall be able to discern emerging trends that need to be addressed and strategically frame the response and implementation.

S/he shall call, train and nurture individuals to form and lead existing and new fellowships and ministries.

S/he shall work with existing ministries and fellowships within the church and develop strategies to strengthen them.

S/he shall preach when scheduled.

The position shall be part-time (at least 25 hours per week).

The position shall be without benefits

There shall be 14 vacation days annually

The position shall be reviewed on a quarterly basis.

The Minister shall serve at the discretion of the Senior Minister.

The remuneration shall be \$20,000 annually.